

**MINUTES**  
**BOARD OF EDUCATION MEETING**  
**COMMUNITY UNIT SCHOOL DISTRICT 200**  
**June 4, 2015**

A special meeting of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the School Service Center, 130 W Park Avenue, Wheaton, IL, by Board President Jim Vroman on Thursday, June 4, 2015 at 7:00 PM.

**ROLL CALL**

Upon the roll being called, the following were present:

Board Members:      Jim Vroman  
                              Joann Coghill  
                              Chris Crabtree  
                              Jim Gambaiani  
                              Barbara Intihar  
                              Brad Paulsen

Absent:                      Jim Mathieson

Also in Attendance:    Dr. Jeff Schuler, Superintendent  
                                  Mr. Bill Farley  
                                  Dr. Robert Rammer

**PLEDGE OF ALLEGIANCE**

Dr. Robert Rammer led the Board and community in the Pledge of Allegiance.

**PUBLIC COMMENTS – Agenda Items**

The opportunity to speak to the Board is provided for members of the public who have a question or comment on an agenda item. The Board appreciates hearing from stakeholders, and values your thoughts and questions. The Board strives to make the best decisions for the District, and public input in a variety of venues is very helpful.

The Board must protect the civility and decorum of this meeting. Please be respectful for the duties of the Board and the democratic process in your comments tonight:

- ⇒ Please use the microphone, state your name and address, and address your comments to the Board
- ⇒ Please limit your comments to 3 minutes.
- ⇒ Please be factual and courteous, and do not include statements that are personally disrespectful or condescending to members of the Board or staff.

If you feel your matter needs to be discussed in more detail, please attend the Board’s “Chance to Chat” or present your comments to us in writing.

Speaker	Harold Lonks
Topic	Contract and Public Comments

Speaker	Jan Shaw
Topic	Contract

## **ACTION ITEMS**

### Approval of the 2015-2018 Agreement with the WWEA

The current collective bargaining agreement with Wheaton Warrenville Education Association (WWEA) expires on June 30, 2015. The District and WWEA began the bargaining process in January 2015 and reached a tentative agreement on May 19, 2015.

The Board of Education established the District's parameters for the bargain and met three times in executive session during the process to review the progress of the bargain, the potential terms of a subsequent agreement, and examine the language components of the recommended settlement.

The three year tentative agreement covers the 2015-16; 2016-17; and 2017-18 school years and provides for a balanced budget based on current revenue projections. It also contains a limited re-opener memorandum to address any drastic changes in funding or revenue enacted by the legislature. This agreement addresses staff professional development time, eliminates staff access to the State's Early Retirement Option, eliminates the salary step increment, and includes increased staff contributions for health benefits.

It is recommended that the Board approve the collective bargaining agreement with the WWEA for the 2015-2016 through the 2017-2018 school years as presented.

Dr. Schuler stated that this is not new information to the Board. The Board discussed bargaining parameters and reviewed comparable data in January 2015. The board had subsequent conversations and in May conducted three closed sessions to review the compensation package, and the insurance and language proposals. The Board provided direction to the staff bargaining team. Dr. Rammer reviewed the tentative agreement summary page that was distributed at the meeting and attached to the electronic board report.

Board comments included:

- Community members speak highly of the teaching staff and the impact they had on their children
- The agreement includes elements of the Engage 200 Report
- Salary steps, which are being eliminated in this agreement, reflect years in the district
- Retooling the compensation structure is a change to a very old plan that has been in place for many years
- This change to the compensation structure must be completed with care and attention and must be sustainable as it accomplishes the goals of the organization
- The language in the contract regarding step increases sunsets at the end of the three year contract
- Many groups will be included in the discussions regarding the new compensation plan
- Education depends on high quality teachers
- The district needs to work diligently on the new salary tool
- Appreciate the staff who work hard and diligently
- The need to keep a culture of doing what is right for our kids
- The question of whether or not Board members should be a part of the negotiating team

- Inspiring excellence starts with inspiring teachers
- The community has said teachers are our most important resource
- The need to be competitive in the market
- The district will have a large windfall due to retirees, which could give funds for other issues. Cannot ignore the things the district is facing.
- Have to make difficult decisions based on the needs of the district
- This contract works within our 5 year forecast
- WWEA has represented the teachers well and 8 years ago accepted a two-year salary freeze
- This proposal will allow the district to attract good teachers

### **MOTION**

Member Intihar moved, Member Coghill seconded to approve the collective bargaining agreement with the WWEA for the 2015-16 through the 2017-18 school years as presented. Upon a roll call being taken, the vote was: AYE 5 (Intihar, Coghill, Crabtree, Paulsen, Vroman), NAY 1 (Gambaiani). **The motion carried 5-1.**

### **ADJOURNMENT**

#### **MOTION**

There being no further business to come before the Board in Open Session, Member Intihar moved, Member Paulsen seconded to adjourn the meeting. Upon a voice call being taken, all were in favor and **the motion carried 6-0.**

The meeting was adjourned at 7:39 PM.

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**Chris Crabtree, Secretary**

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**Jim Vroman, President**